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2025-26 Administrator Salary Schedule

Job Title	Low	Mid	High	Days
Executive Officer (ED, CAO, CFO, COO, etc.)	\$120,000	\$150,000	\$180,000	220
High School Principal	\$115,000	\$135,000	\$155,000	210
Middle School Principal	\$105,000	\$125,000	\$145,000	210
Elementary Principal	\$95,000	\$115,000	\$135,000	210
Director of Athletics & Activities	\$85,000	\$105,000	\$125,000	210
High School Assistant Principal	\$90,000	\$110,000	\$130,000	210
Middle School Assistant Principal	\$85,000	\$105,000	\$125,000	210
Elementary Assistant Principal	\$80,000	\$100,000	\$120,000	210
Pre-K Director	\$70,000	\$77,500	\$85,000	193
Dean of Students	\$55,000	\$80,000	\$105,000	210

Revised 7/18/25

Notes on Salary Placement:

- **Starting Pay** – New hires will be placed within the above salary ranges based on relevant training, qualifications, and experience. Base pay will be assigned to employees new to the role with little-to-no experience. Maximum pay is typically assigned to employees with 15 or more years of relevant experience.
- **Annual Increases** – Returning employees will receive annual pay increases at the start of each academic year. The Academy considers a standard annual pay increase to be 3% and will prioritize that goal through each year's budgeting process. However, the realities of particularly strong or particularly tight school funding years by the Colorado state legislature may cause that number to go up or down. When appropriate and possible, The Academy may also provide more substantial pay increases for specific roles when local comparisons show the need for market rate adjustments.
- **Increases Beyond Max Pay** – The Academy will apply the same process described above to determine annual pay increases for employees who have reached the maximum pay number but with a standard yearly increase of 1.5%.